

INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY M.S.

Program Learning Outcomes

Graduates of the *Organizational Psychology* program will develop advanced competencies in organizational practice and will be able to:

1. **Knowledge of Human Behavior.** Apply fundamental knowledge of psychology to understanding of human behavior in organizations.
2. **Data, Critical Thinking, and Decisions.** Apply graduate level research, critical thinking, and data analysis skills to organizational structures and development.
3. **Core Organizational and People Operations Competencies.** Create and implement strategic frameworks in organizational personnel domains, which include (1) talent management; (2) talent development; and (3) leadership development.
4. **Organizational Strategy and Decisions Proficiency.** Demonstrate and apply knowledge in personnel domains, which include (1) ethical, legal, and professional contexts; (2) job and task analysis; (3) employee assessments; (4) performance appraisal; and (5) connection to business acumen.
5. **Organizational Consulting and Decisions Proficiency.** Demonstrate and apply knowledge in organizational psychology domains, which include (1) work motivation; (2) leadership; (3) team dynamics; (4) attitudes; (5) organizational change and development.
6. **Integration of Faith and Learning.** Integrate learning with personal faith walk.
7. **Communication.** Demonstrate oral communication skills appropriate for organizational professionals.
8. **Cultural Competency.** Apply understanding of cultural dynamics to local and global organizational contexts.

Requirements

Code	Title	Units
Course Requirements		
PSOG-656	Organizational Consulting	2
PSOG-507	Intro to Psychology and Behavior in Org In Organizations	3
PSOG-531 & 531L	Talent Assessments and Talent Assessments Lab	5
PSOG-517 & 517L	Organizational Research & Analytics and Organizational Research & Analytics Lab	5
PSOG-621 & 621L	Talent Management and Talent Management Practicum	5
PSOG-631 & 631L	Talent Development and Talent Development Practicum	5
PSOG-641 & 641L	Leadership Development and Leadership Development Practicum	5
PSOG-521	Organizational Psychology Mentoring	3
PSOG-657	Talent Strategy	2

PSOG-651	Field Consulting Practicum	3
or PSOG-652	Applied Industry Project	
PSOG-730	Creating Healthy Organizations Conf.	2
Total Units		40

Code	Title	Units
Optional, Additional Course Offerings		
PSOG-600	Future Vocational Support	0
PSOG-799	Continued Reg: Master's Study (by program director approval)	1
PSOG-680	Independent Study: (by program director approval)	1-4

Sample Curriculum Plan

Disclaimer: This *sample Multi-Year Plan* is provided as a guide for the recommended sequencing of courses. It is the student's responsibility to confirm with the department the course rotation before enrolling in courses. If applicable, please note the footnotes at the bottom of the page for additional information related to courses listed in a particular year and term. Questions, contact the Graduate Program for Organizational Psychology.

Course	Title	Units
8W1		
PSOG-507	Intro to Psychology and Behavior in Org In Organizations	3
PSOG-656	Organizational Consulting	2
	Units	5
F8W2		
PSOG-517	Organizational Research & Analytics	3
PSOG-517L	Organizational Research & Analytics Lab	2
PSOG-651	Field Consulting Practicum	3
PSOG-730	Creating Healthy Organizations Conf.	2
	Units	10
SP8W1		
PSOG-531	Talent Assessments	3
PSOG-531L	Talent Assessments Lab	2
	Units	5
SP8W2		
PSOG-621	Talent Management	3
PSOG-621L	Talent Management Practicum	2
	Units	5
SU8W1		
PSOG-631	Talent Development	3
PSOG-631L	Talent Development Practicum	2
	Units	5
SU8W2		
PSOG-641	Leadership Development	3
PSOG-641L	Leadership Development Practicum	2
	Units	5
F8W1		
PSOG-521	Organizational Psychology Mentoring	3



PSOG-657	Talent Strategy	2
	Units	5
	Total Units	40
